

Message Text

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PASS CARMEN MAYMI, USDEL TO THE ILO

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1. FOLLOWING STATEMENT PREPARED BY WOMEN'S BUREAU FOR MAYMI

USE IN PLENARY JUNE 20.

2. IT IS A PRIVILEGE TO SPEAK BEFORE THIS BODY AND TO SHARE
WITH ITS DISTIGUISHED MEMBERS INFORMATION CONCERNING THE
STATUS OF WOMEN WORKERS IN THE UNITED STATES.

3. OUR NATION IS COMMITTED TO ADVANCING THE ECONOMIC POSITION
OF WOMEN BY PROVIDING MORE EQUITABLE OPPORTUNITIES FOR THEM
IN THE WORK FORCE AND BY INSURING THAT LAWS AND REGULATIONS
PROHIBITING SEX DISCRIMINATION IN EMPLOYMENT ARE ADEQUATE AND
THAT THEY ARE ENFORCED.

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4. THIS INTEREST IN THE WELFARE OF WOMEN WORKERS IS OF LONG
STANING. IT WAS FIRST GIVEN OFFICIAL EXPRESSION IN THE
ESTABLISHMENT OF THE WOMEN'S BUREAU IN THE DEPARTMENT OF
LABOR BY THE CONGRESS IN 1920. THE MISSION OF THE BUREAU

HAS, FROM THE VERY FIRST, BEEN TO FORMULATE STANDARDS AND POLICIES TO PROMOTE THE WELFARE OF WOMEN WORKERS, PREVENT THEIR EXPLOITATION, AND ADVANCE THEIR OPPORTUNITIES FOR EMPLOYMENT.

5. THE MORE THAN 36 MILLION WORKERS IN THE UNITED STATES MAKE UP ABOUT 40 PERCENT OF OUR WORK FORCE. THIS REPRESENTS A GROWING ATTACHMENT TO THE LABOR FORCE BY WOMEN WHO, SINCE 1965 HAVE ACCOUNTED FOR NEARLY 60 PERCENT OF THE NET GROWTH IN THE WORK FORCE.

6. MOST WOMEN WHO WORK OUTSIDE THE HOME DO SO FOR THE SAME REASONS MEN DO--BECAUSE THEY OR THEIR FAMILIES NEED THE MONEY. TODAY, THREE FIFTHS OF WOMEN WORKERS ARE MARRIED AND LIVING WITH THEIR HUSBANDS. THEY CONTRIBUTE SLIGHTLY MORE THAN 26 PERCENT OF FAMILY INCOME. IN ADDITION, SOME 3.7 MILLION WOMEN WORKERS ARE HEADS OF FAMILIES.

7. BY ENTERING THE WORK FORCE, WOMEN SUPPLY MANY OF THE WORKERS NEEDED TO EXPAND OUR INDUSTRIES AND CONTINUE OPERATION OF OUR HEALTH AND EDUCATIONAL SERVICES, FACTORIES, STORES, AND OFFICES. HOWEVER, WE HAVE NOT YET ACHIEVED FULL UTILIZATION OF THE TALENTS AND CAPABILITIES OF OUR WOMEN WORKERS AS INDICATED BY THE FACTS THAT THEY ARE CONCENTRATED IN THE LOWER-PAYING, LOWER-SKILLED JOBS AND THAT IN 1973, WOMEN'S MEDIAN EARNINGS WERE ABOUT 57 PERCENT OF THOSE OF MEN.

8. THIS SITUATION HAS COME ABOUT, IN PART, BECAUSE AS WOMEN MOVED INTO THE WORK FORCE THEY TENDED TO ENTER OCCUPATIONS SIMILAR TO THE ACTIVITIES THEY TRADITIONALLY CARRIED OUT IN THE HOME--TEACHING, NURSING, AND PREPARING FOOD. LATER, AS BUSINESS AND COMMERCE EXPANDED, THEY FOUND JOBS AS CLERICAL WORKERS. THESE LOW-PAYING JOBS BECAME STEREOTYPES OF WHAT SOCIETY CONSIDERED APPROPRIATE WORK FOR WOMEN. IN THE PAST GIRLS IN THE UNITED STATES HAVE BEEN TAUGHT TO CONFORM TO THESE STEREOTYPE ROLES AND UNCLASSIFIED

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THIS HAS INFLUENCED THEIR EDUCATION AND CAREER DECISIONS.

9. EFFORTS TO END THIS STEREOTYPING AND MOVE WOMEN INTO NONTRADITIONAL OCCUPATIONS ARE UNDERWAY, REINFORCED BY LAWS THAT REQUIRE EQUAL EMPLOYMENT OPPORTUNITIES FOR WOMEN AND AN END TO DISCRIMINATORY PRACTICES BASED ON SEX.

10. ONE OF THE EARLIEST LEGISLATIVE BREAKTHROUGHS FOR WOMEN WAS THE EQUAL PAY ACT OF 1963 WHICH PROVIDES THAT MEN AND WOMEN DOING WORK THAT REQUIRES EQUAL SKILL, EFFORT, AND RESPONSIBILITY, UNDER SIMILAR WORKING CONDITIONS, RECEIVE THE SAME PAY.

11. FURTHER GAINS WERE MADE WITH THE ENACTMENT OF THE CIVIL RIGHTS ACT OF 1964. TITLE VII OF THAT LAW PROHIBITS DISCRIMINATION IN EMPLOYMENT ON THE BASIS OF SEX, RACE, RELIGION, COLOR AND NATIONAL ORIGIN. A SPECIAL AGENCY THE EQUAL OPPORTUNITY COMMISSION WAS CREATED TO ADMINISTER THE LAW. THE COMMISSION'S RULING, KNOWN AS "GUIDELINES ON DISCRIMINATION BECAUSE OF SEX," AND COURT DECISIONS HAVE SERVED TO IDENTIFY AND DEFINE THE MEANING OF SEX DISCRIMINATION. FOR INSTANCE, EMPLOYERS MAY NOT SET UP JOB QUALIFICATIONS THAT RULE OUT WOMEN NOR CAN THEY DENY WOMEN EMPLOYMENT BECAUSE THEY ARE MARRIED. LABELING SOME JOBS AS "MEN'S WORK" AND OTHERS AS "WOMEN'S WORK" HAS BEEN RULED DISCRIMINATORY AS HAS THE PRACTICE OF ADVERTISING JOB VACANCIES UNDER SEPARATE HEADINGS FOR MEN AND WOMEN. IN ONLY A FEW JOB SITUATIONS, SUCH AS WASHROOM ATTENDANTS, CLOTHING MODELS, OR ACTORS AND ACTRESSES, IS SEX CONSIDERED A BONA FIDE OCCUPATIONAL QUALIFICATION.

12. AN EXECUTIVE ORDER ISSUED BY THE PRESIDENT TO PROHIBIT DISCRIMINATION IN EMPLOYMENT AGAINST MINORITIES BY FEDERAL CONTRACTORS AND SUBCONTRACTORS WAS AMENDED IN 1967 TO PROHIBIT SEX DISCRIMINATION AS WELL. THE SECRETARY OF LABOR SUBSEQUENTLY ISSUED AN ORDER REQUIRING CONTRACTORS TO HAVE AFFIRMATIVE ACTION PROGRAMS TO INCREASE UTILIZATION OF MINORITIES AND WOMEN AT ALL LEVELS AND IN ALL SEGMENTS OF THE CONTRACTOR'S WORK FORCE. THIS MEANS THAT EMPLOYERS MUST ACTIVELY RECRUIT, HIRE, AND PROMOTE WOMEN AND MINORITIES.

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13. THERE ARE ALSO LAWS THAT PROHIBIT DISCRIMINATION AGAINST WOMEN AND MINORITIES IN THE FEDERAL SERVICE, AND ALL FEDERAL GOVERNMENT DEPARTMENTS HAVE EQUAL OPPORTUNITY PROGRAMS TO INSURE EQUAL TREATMENT OF ALL EMPLOYEES.

14. WHILE THESE LAWS ARE FAR-REACHING IN OPENING EMPLOYMENT OPPORTUNITIES FOR WOMEN, WE RECOGNIZE THAT, IN ORDER TO TAKE ADVANTAGE OF THOSE OPPORTUNITIES, YOUNG GIRLS AND WOMEN MUST HAVE ACCESS TO ALL TYPES OF VOCATIONAL EDUCATION.

15. THIS IS IN LINE WITH OUR NATIONAL GOAL OF MAKING THE BEST POSSIBLE EDUCATION AVAILABLE TO EVERY CITIZEN, MALE AND FEMALE, WHITE AND NONWHITE, AT ALL SOCIAL AND ECONOMIC LEVELS, SO THAT ALL CITIZENS WILL SHARE, WITH GREATER EQUITY, THE ECONOMIC AND PERSONAL REWARDS FOR HIGHLY QUALIFIED WORK.

16. TO FULFILL THIS COMMITMENT, SIGNIFICANT LEGISLATION WAS ENACTED DURING THE PAST DECADE TO EXPAND AND IMPROVE EDUCATIONAL OPPORTUNITIES FOR ALL.

17. IN 1971, TWO PIECES OF LEGISLATION WERE ADOPTED BY THE CONGRESS THAT WERE OF GREAT INTEREST TO WOMEN. THESE WERE THE COMPREHENSIVE HEALTH MANPOWER ACT AND THE NURSE TRAINING AMENDMENTS ACT. THEY PROHIBIT DISCRIMINATION BECAUSE OF SEX IN ADMISSION TO COLLEGES, SCHOOLS AND TRAINING CENTERS FUNDED UNDER THESE LAWS, INCLUDING MEDICAL, DENTAL, VETERINARY, AND NURSING SCHOOLS.

18. THE EDUCATION AMENDMENTS OF 1972 WENT EVEN FURTHER BY PROVIDING IN TITLE IX THAT "NO PERSON IN THE UNITED STATES SHALL, ON THE BASIS OF SEX, BE EXCLUDED FROM PARTICIPATION IN, BE DENIED THE BENEFITS OF, OR BE SUBJECT TO DISCRIMINATION UNDER ANY EDUCATION PROGRAM OR ACTIVITY RECEIVING FEDERAL FINANCIAL ASSISTANCE. TRADITIONALLY SINGLE-SEX SCHOOLS AND THOSE IN TRANSITION TO COEDUCATIONAL STATUS ARE EXEMPT. RELIGIOUS SCHOOLS, PRIVATE UNDER-GRADUATE COLLEGES, THE MILITARY ACADEMIES, AND ELEMENTARY UNCLASSIFIED

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SCHOOLS AND SECONDARY SCHOOLS OTHER THAN VOCATIONAL AND TECHNICAL SCHOOLS, ARE EXEMPT FROM THE ADMISSIONS PROVISIONS OF THE LAW. AT PRESENT, HOWEVER, CONGRESS HAS UNDER CONSIDERATION LEGISLATION TO ADMIT WOMEN TO THE MILITARY ACADEMIES.

19. THE WOMEN'S EDUCATIONAL EQUITY ACT OF 1974 IS A FURTHER AID TO WOMEN. IT AUTHORIZES THE COMMISSIONER OF EDUCATION TO MAKE GRANTS AND ENTER INTO CONTRACTS FOR ACTIVITIES DESIGNED TO PROVIDE EDUCATIONAL EQUITY FOR WOMEN IN THE UNITED STATES.

20. EVIDENCE THAT THESE LEGAL MEASURES ARE HAVING AN IMPACT ON WOMEN'S EDUCATION AND EMPLOYMENT IS FOUND IN SOME RECENT DATA. FOR INSTANCE THE 1974 CURRENT POPULATION SURVEY INDICATES THAT THE NUMBER OF WOMEN IN MANAGERIAL POSITIONS MAY HAVE INCREASED BY ABOUT 600,000 SINCE 1970. THERE ALSO ARE INDICATIONS OF GROWING NUMBERS OF WOMEN IN THE PROFESSIONS, WITH AN INCREASE IN THE PROPORTION OF WOMEN IN LAW SCHOOLS FROM 16 PERCENT IN 1973 TO 20 PERCENT IN 1974, AND AN INCREASE IN THE PROPORTION OF WOMEN MEDICAL STUDENTS FROM 9 PERCENT TO MORE THAN 18 PERCENT. VOCATIONAL SCHOOL DATA SHOW THAT THE NUMBER OF WOMEN ENROLLED IN TECHNICAL PROGRAMS HAS INCREASED BY 44 PERCENT IN THE PAST 5 YEARS, WHILE THE INCREASE IN THE NUMBER ENROLLED IN TRADE AND INDUSTRIAL TRAINING PROGRAMS AMOUNTED TO 80 PERCENT.

21. A RECENT DEVELOPMENT THAT REPRESENTS A FURTHER STEP TOWARD EQUAL EMPLOYMENT OPPORTUNITY FOR WOMEN AND MEN HAS BEEN THE REVISION OF THE DICTIONARY OF OCCUPATIONAL TITLES

PUBLISHED BY THE DEPARTMENT OF LABOR. NEARLY 3,500 JOB TITLES THAT CONNOTE SEX HAVE BEEN CHANGED. FOR INSTANCE THE TILE, AIRPLANE STEWARDESS HAS BEEN CHANGED TO AIRPLANA FLIGHT ATTENDANT, BONDSMAN TO BONDING AGENT, BREWMASTER TO BREWING DIRECTOR, FISHERMAN TO FISHER, HAT-CHECK GIRL TO HAT-CHACK ATTENDANT, HEADMASTER TO PRIVATE SCHOOL PRINCIPAL, SALESMAN TO SALESPERSON, AND VALET TO GENTLEMAN'S ATTENDANT.

22. A BASIC CONCEPT UNDERLYING ALL OUR EFFORTS TO IMPROVE
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THE STATUS OF WOMEN IN THE UNITED STATES IS THAT ALL INDIVIDUALS SHOULD HAVE THE RIGHT TO CHOOSE THE KIND OF WORK THEY WILL DO AND THE KIND OF LIFE STYLE MOST SATISFYING TO THEM. HOWEVER, WE FIND THAT IN THE CASE OF WOMEN THERE ARE STILL BARRIERS TO FREEDOM OF CHOICE FOR MANY, PARTICULARLY THOSE WHO WISH TO COMBINE HOMEMAKING AND EMPLOYMENT OUTSIDE THE HOME.

23. FOR THIS REASON WE ARE WORKING ON THA PROBLEM OF PROVIDING ADEUAATE CHILD CARE FACILITIES FOR THE 6.1 MILLIONR CHILDREDN UNDER THE AGE 6 WHOSE MOTHERS WORK.

24. WHILE THE MOST COMMON ARRANGEMENT IS CARE IN THE PRESCHOOL CHILD'S OWN HOME BY RELATIVES OR A NON-RELATIVE "BABYSITTER," THERE HAS BEEN A RAPID DEVELOPMENT IN THE PAST DECADE TOWARD CARE IN EITHER LICENSED DAY CARE CENTERS OR LICENSED FAMILY HOMES. IN THE PAST 12 OR 15 YEARS THE NUMBER OF SPACES IN THESE FACILITIES HAS INCREASED TO ONE MILLION, FROM LESS THAN 200,00

25. THERE HAS BEEN A DRAMATIC INCREASE IN FEDERAL FUNDS FOR CHILD CARE IN RECENT YEAR. THIS IS DUE IN LARGE PARRT TO EFFORTS TO MAKE IT POSSIBLE FOR MOTHERS RECEIVING AID FOR DEPENDENT CHILDREN TO WORK OUTSIDE THE HOME. OUR GOVERNMENT SPENDS APPROXIMATELY \$1.2 BILLION A YEAR FOR CHILD CARE, MUCH OF IT FOR CARA OF CHILDREN OF WOMEN HEAD OF FAMILIES. IN ADDITION, WORKING PARENTS CAN TAKE DEDUCTIONS FOR THE COST OF CHILD CARE IN COMPUTING THEIR INCOME TAX.

26. SOME RECENT TRENDS PROMISE ADDITIONAL RELIEF FOR THE HOMEMAKER WHO IS ALSO A JOB HOLDER. STUDIES HAVE SHOWN THAT THERE IS A GROWING TENDENCY FOR HUSBANDS TO ASSUME GREATER RESPONSIBILITY FOR HOMEMAKING CHORES, AND THAT YOUNG HUSBANDS, PARTICULARLY AMONG THE COLLEGE EDUCATED, TEND TO BE LESS RIGID ABOUT TRADTIONAL SEX ROLES IN PERFORMING HOUSHOLD ACTIVITIES.

27. THE DEVELOPMENT OF FLEXIBLE WORK SCHEDULES, AS WELL AS REDUCTIONS IN THE WORKWEEK ARE WELCOMED BY MANY WORKING WIVES AND MOTHERS BECAUSE THESE ARRANGEMENTS MAKE IT POSSIBLE FOR HUSBANDS TO SHARE THE HOUSEHOLD RESPONSIBILITIES.

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28. BECAUSE WOMEN HAVE, HISTORICALLY, BEEN THE MOST DIS-
ADVANTAGED OF WORKERS, BOTH FEDERAL AND STATE GOVERNMENTS
HAVE TAKEN SPECIAL MEASURES I HAVE MENTIONED TO PROTECT
THEM EXPLOITATION AND DISCRIMINATION. THE RECENT SHIFT
IN EMPHASIS, FROM SPECIAL PROTECTION FOR WOMEN WORKERS TO
EQUAL EMPLOYMENT OPPORTUNITY, REFLECTS CHANGES IN THE INTERESTS
OF MANY WOMEN. IT HAS COME AS PART OF A BROADER HUMAN RIGHTS
MOVEMENT TO ELIMINATE DISCRIMINATION ON THE BASIS OF RACE,
COLOR, SEX, AND NATIONAL ORIGIN.

29. NOW, AMERICAN WOMEN ARE MOVING RAPIDLY TOWARD EQUAL
ECONOMIC RIGHTS, EQUAL OPPORTUNITIES FOR EDUCATION, TRAINING,
AND EMPLOYMENT. THIS IS MOST IMPORTANT, BECAUSE ONCE WOMEN
ARE ECONOMICALLY INDEPENDENT, THEY NEED NO LONGER SACRIFICE
OTHER RIGHTS IN ORDER TO HAVE THE NECESSITIES OF LIFE.

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